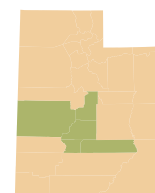




Employment by Race, Ethnicity and Gender in Central Utah



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BY LECIA PARKS LANGSTON, ECONOMIST

Central Utah's labor force may not seem particularly diverse. White, non-Hispanics comprise roughly 91 percent of workers compared to less than 70 percent of the United States' workforce. However, this region of Utah continues to show increasing racial and ethnic diversity. Recently-released Equal Employment Opportunity (EEO) tabulations using American Community Survey data help us understand that diversity. These data provide an intriguing look into the occupational patterns regarding ethnicity, race and gender in central Utah.

Occupational tabulations were produced using data collected by the U.S. Census Bureau. While the gender breakdowns used in data collection are obvious, the race and ethnicity groupings require some explanations.

Defining Race and Ethnicity

The EEO tabulations include only one ethnic group: Hispanic or Latino. The

Census Bureau defines these individuals as persons of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture or origin regardless of race. Remember, using Census Bureau definitions, Hispanic/Latino remains an ethnic designation not a racial designation. Any racial group can be represented in this ethnic group.

When surveyed, individuals are asked to identify both their race and ethnicity beginning with ethnicity. Ethnicity is a persons' heritage, nationality group, lineage, country of birth or parents or ancestors' country of birth prior to arrival in the United States.

For tabulation purposes, Hispanics or Latinos are split into only two racial categories—white alone and all other. In the Not Hispanic or Latino ethnic group, the EEO formulations provide racial breakouts for five, one-race categories as well as four, two-or-more race categories and finally a balance





Employment by Race, Ethnicity and Gender Continued

grouping. One-race categories are as follows: white, black or African American, American Indian and Alaska Native, Asian and Native Hawaiian/other Pacific Islanders. Altogether, 12 categories of race and ethnicity are available.

Ethnic and Racial Breakdown of the Labor Force

In central Utah where the labor market shows relatively little ethnic and/or racial diversity, the non-Hispanic categories of black or African Americans and Hawaiian or Pacific Islanders comprised a mere 0.2 percent of the labor force each. Also, American Indians (0.6 percent), Asians (0.6 percent), and those of two more or other races (0.5 percent) account for

relatively small segments of the workforce. Hispanics, accounted for 7 percent of the labor force, encompass, by far, the largest minority group. Millard County, with its 11-percent share of Hispanic workers, showed the most racial or ethnic diversity.

Because of the small shares of non-white workers (and the accompanying

is grouped with Iron and Beaver counties, Sanpete County is combined with Tooele and Juab counties and the remaining counties are combined with seven other counties in southwest and southeast Utah. Therefore, we examined data at the broad occupational level supplemented by sporadic forays into the detailed data.

"It is time for parents to teach young people early on that in diversity there is beauty and there is strength."

— Maya Angelou

wide margins of error in the data), this occupational analysis divides workers into three groups : White, Not-Hispanic, Hispanic or Latino and all other non-Hispanic racial categories. While detailed occupational data is available from the EEO tabulations, the geographic county-level groupings are far different from those used here. For example, Millard County

The Latino Connection

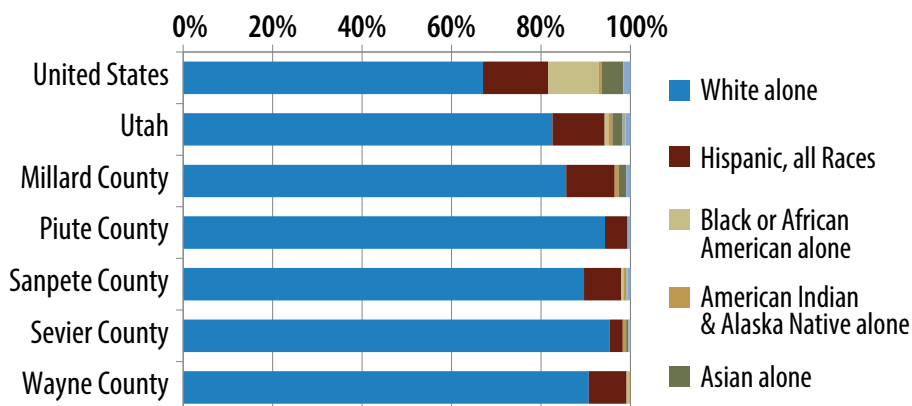
Perhaps the most striking finding relates to the concentration of Hispanic or Latino workers in two major occupational categories. Hispanics or Latinos comprised roughly 7 percent of the workforce, but 33 percent of laborers/helpers and 18 percent of production operative workers (manufacturing).

In fact, 36 percent of the area's Hispanic or Latino workers were classified as laborers and helpers. Only 5 percent of white, non-Hispanics worked in these typically low-paying jobs. Latino workers' heavy presence in this group can be traced to a very large contingent of Hispanic agricultural workers. Again, keep in mind that these jobs generally pay lower-than-average wages.

Another 12 percent of all Latino workers are categorized as production operative workers. In this case, Hispanic workers seem to be fairly widely distributed among a wide variety of manufacturing-related occupations.

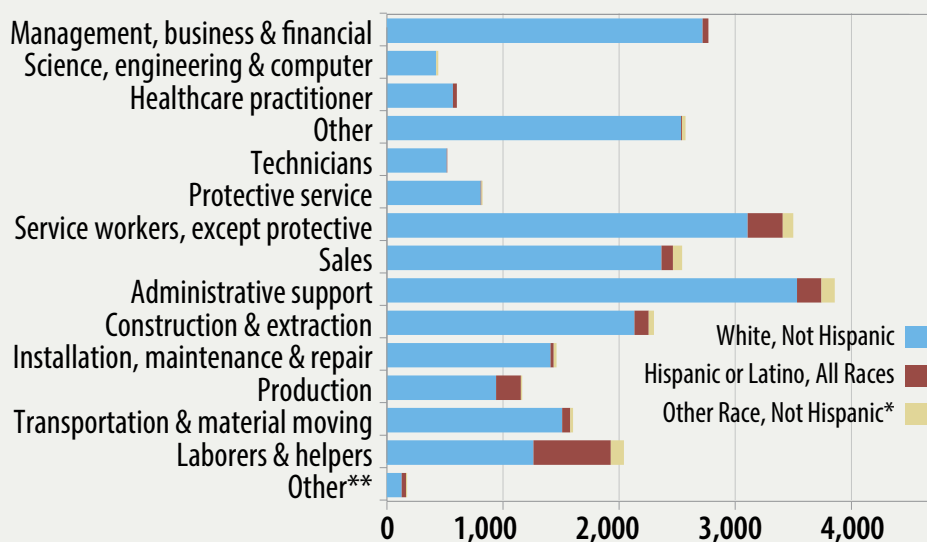
Roughly 16 percent of Latinos worked in non-protective service occupations. However, they accounted for just 9 percent of total non-protective service

Figure 1: Total Labor Force by Race and Ethnicity 2006 to 2010



Source: U.S. Census Bureau; American Community Survey EEO Tabulation

Figure 2: Central Utah's Occupational Employment by Race and Ethnicity 2006 to 2010



*Includes individuals of two or more races.

** Unemployed, no work experience in last five years of military occupation.

Source: U.S. Census Bureau; American Community Survey EEO Tabulation

workers—only a slightly higher share than of the total labor force.

On the other hand, few Latino workers were found among management, science/computer/engineering, healthcare practitioner professions, technicians, installation/maintenance/repair or protective service occupations in central Utah. In general, Hispanic or Latino workers were under-represented in occupations requiring a bachelor's degree or higher. Moreover, 21 percent of the unemployed, those that have no work experience in the last five years or those that list a military occupation were Hispanic or Latino compared to their 7 percent share of the labor force.

Why the concentration of Hispanic or Latino workers in lower-paying occupations? Lower educational attainment coupled with the recent immigrant status of many Hispanic or Latino

workers undoubtedly contributed to this notable occupational segregation.

Not White, Not Hispanic

Non-Hispanic racial minorities also showed a notably different occupational distribution in central Utah than did white, non-Hispanics. Non-white minority workers were relatively concentrated in laborer/helper and administrative support /clerical occupations. Each of these categories employed 20 percent of non-Hispanic, nonwhite workers. They were also somewhat more likely to work in sales and non-protective service occupations than were their white/non-Hispanic peers.

The Gender Divide

In the past, feminists talked about the “pink collar ghetto” or the segregation of women into certain occupational groups. While women have moved into

some non-traditional occupations, they have made only small incursions into others. The EEO employment tabulations indicated that 43 percent of the central Utah labor force were women. All other things being equal, we would then expect women to make up 43 percent of each major occupational group, which was certainly not the case.

Central Utah women dominated some major occupations, but were notably absent in others. Major occupations maintaining a high density of central Utah female workers in 2006-2010 included administrative support/clerical (81 percent female), non-protective service occupations (69 percent, other professionals (59 percent) technicians (57 percent) and healthcare practitioner professionals (57 percent). There's an interesting dichotomy here. Women make up a preponderance of the low-paid non-



Employment by Race, Ethnicity and Gender Continued

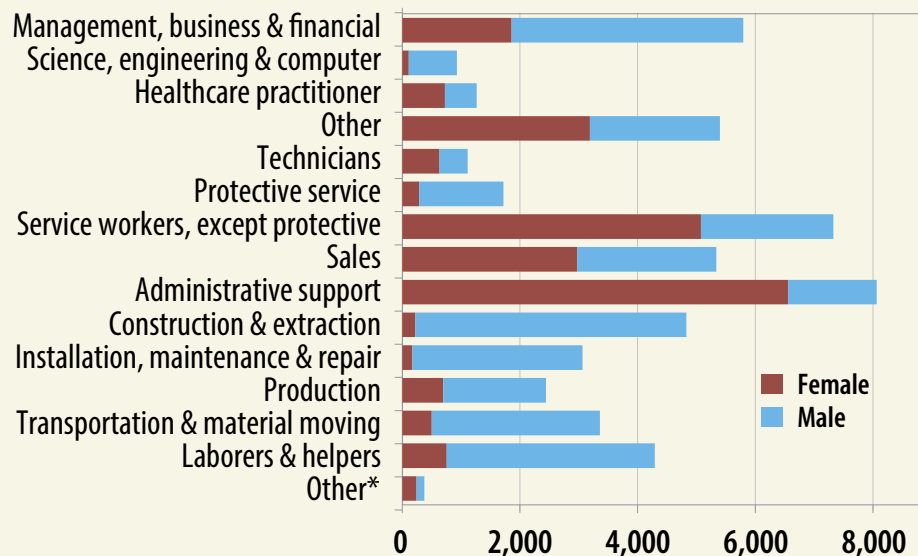
protective services occupations, but also a larger-than-average share of healthcare and other professionals which tend to pay higher wages. However, keep in mind that the majority of central Utah women in healthcare practitioner occupations are nurses rather than doctors and elementary school teachers and teacher assistants rather than post-secondary teachers.

Central Utah women made up only a small share of many blue-collar jobs and scientific/engineering/computer occupations. They were notably absent in construction/extraction occupations (5 percent of total employment), installation/maintenance/repair jobs (6 percent), science/engineering/computer professionals (12 percent) and transportation/material moving operative workers (15 percent).

In many ways, the occupational distribution of central Utah women mirrored the occupations of U.S. and Utah women. However, some noteworthy differences did bubble to the surface. While central Utah women made up 43 percent of the area's workforce, U.S. women comprised 47 percent of the national workforce. Therefore, we would typically expect U.S. women to show a higher share of employment in each major occupational group than Utah women.

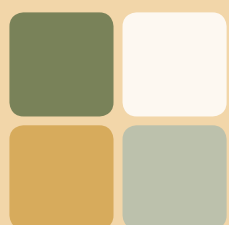
However, in some occupations, central Utah women showed a significantly smaller employment share of some occupational groups than did U.S. women. These occupational clusters included business/financial, science/engineering/computer and healthcare practitioners. Notice a pattern? The same held true for women statewide. Utah women were much less likely to be employed in occupations requiring higher education than were U.S. women. These occupations also tend to be among the highest-paying occupations. On the other hand, central Utah women showed a notably larger share of occupational employment than U.S. women in administrative support or clerical occupations. The comparative shortage of central women statewide in higher-paying occupations undoubtedly contributed to the higher-than-average male/female wage gap for these areas.

Figure 3: Central Utah's Occupational Employment by Gender, 2006 to 2010



Source: U.S. Census Bureau; American Community Survey EEO Tabulation

* Unemployed, no work experience in last five years of military occupation.



Current State of the Economy in Central Utah

BY LECIA PARKS LANGSTON, ECONOMIST

The economic recovery has revealed itself by fits and starts in central Utah. All counties have added employment at some point during the improvement in the business cycle. However those hard-won gains often evaporated as time progressed. All in all, more counties seem to be trudging toward a better labor market. In fact in third quarter 2013, three counties found themselves on the right side of the jobs accounting ledger.

Millard County

In the third quarter of 2013, Millard County's labor market continued to expand, generating one of the better economic performances in central Utah. Despite the year-to-year nonfarm job growth rate of 2.5 percent, solidly in the moderate range for small counties, monthly figures varied widely as they tend to do in rural Utah. On the other hand, the quarter started high with a 4.5 percent jobs increase in July and ended low with a September rate of only 0.5 percent. Whether the current slowdown in employment gains represents a trend, only fourth quarter will tell.

As of September, the county's nonfarm jobs were up by fewer than 20 positions as growth and loss among the various industrial sectors, almost offset each other. Major job-winners included manufacturing, professional/business services and private education/health/social services. On the job-losing side of the ledger, wholesale trade and transportation took the most notable job hits.

Employment growth continued to prove sufficient to drive down the county's unemployment rates in recent months. Whereas rural counties generally experience higher than average rates of joblessness, as of December 2013, Millard County's unemployment rate estimate stood at 3.6 percent, notably lower than the statewide average of 4.1 percent.

Gross taxable sales kept up a five-quarter winning streak with an 18-percent year-over expansion in third quarter 2013. In addition new car and truck sales exploded 68 percent during the same time period.

While Millard County's job growth could be more consistent, the county's economy

is expanding and other indicators demonstrate a relatively healthy economy.

Piute County

Although other counties in the central Utah region have struggled to maintain employment expansion since the end of the recession, Piute County has fought to produce any new jobs at all. Third quarter 2013 marks the first significant nonfarm employment increase since 2007. At quarter-end, Piute County jobs increased almost 11 percent on a year-to-year basis.

A county with Piute County's small population, the September 2012 to September 2013 year-over gain for Piute represented only 28 jobs. Yet, for this small county, the increase provided welcomed news indeed. At the heart of the increase were significant employment additions in retail trade, leisure/hospitality services and government. While a few industries dropped jobs, the losses proved minor.

Despite the county's past history of job loss, its unemployment rate continued to descend as workers left the labor force or found work in other counties.



Current State of the Economy Continued

Interestingly, concurrently with recent employment gains, joblessness ticked up slightly. The county's unemployment rate measured 4.7 percent in December 2013, still relatively low for a rural county.

Piute County's remaining measure of economic health, gross taxable sales, showed the best performance of any indicator. Third quarter 2013 proved no exception to this rule. Between the third quarters of 2012 and 2013, sales increased by roughly 4 percent.

Current employment figures suggest that Piute County has turned the corner toward a more energetic economy.

Sanpete County

Despite its early post-recession recovery, Sanpete County is fighting for return to expansion. To be pronounced economically fit, the county must

generate new jobs and present a solid front among its other economic indicators. The county sailed through 2012 with robust growth. However, third quarter nonfarm employment figures took a turn for the worse.

Between September 2012 and September 2013, Sanpete County lost 142 jobs for a decline of almost 2 percent. Moreover, most industries contributed to the overall employment decline. Only professional/business services and health/social services produced any marked employment expansion.

In the final months of the year, the county's unemployment rate edged ever downward despite the recent spate of nonfarm job contraction. A relatively high percentage of workers commute outside the county for employment which may contribute to the declining jobless rate. In December 2013, the county's unemployment rate registered 5.3 percent, above the Utah rate but still more than a full percentage point below the national average.

In tandem with the workforce, gross taxable sales have recently slowed. However, the county did manage to eke out a 2 percent, year-to-year gain in third quarter 2013.

With the recent contraction in employment seen in third quarter 2013, Sanpete County cannot be declared entirely healthy. Moreover, regardless of the surge in employment in 2012, total nonfarm employment levels still measured far below those of the pre-recession boom. Nevertheless, recent job losses proved relatively minor and other economic indicator provide a brighter picture.

Sevier County

Currently available data show Sevier County's economy slowed from its moderate expansion in 2012. In September 2013, the county's nonfarm jobs had dropped by 0.7 percent in comparison with the same month in 2012. While the loss was merely 60 jobs appears relatively minor, job contraction is one sign of a less than robust economy.

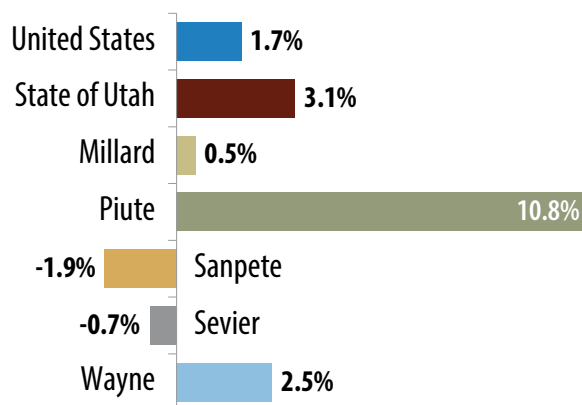
Moreover, most industries in Sevier County took employment hits. Transportation, mining, leisure/hospitality services and retail trade generated some of the largest jobs losses. Fortunately, growth in construction, private education/health/social services and government helped to balance losses elsewhere.

Despite the cessation of job creation, the county's unemployment rate continued to decline. This suggests workers have either left the labor force or have found employment outside the county. In December 2013, Sevier County's unemployment rate estimate stood at 4.7 percent, down dramatically from the December 2012 figure of 6.3 percent.

Gross taxable sales provided another economic bright spot. Sales produced year-to-year gains in nine of the last 11 quarters. The third quarter gain proved exceptionally strong at almost 15 percent.

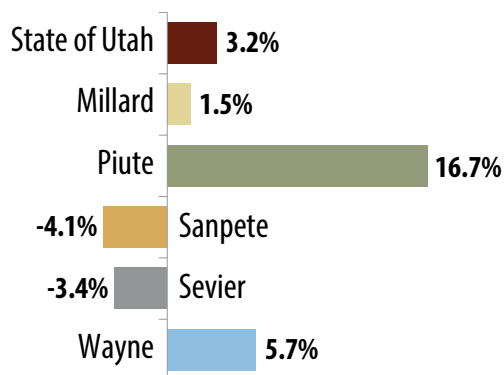
While the county's recent job loss casts a slight pall over the Sevier County economy, improvement in other

Figure 4: Change in Nonfarm Jobs September 2012 to September 2013



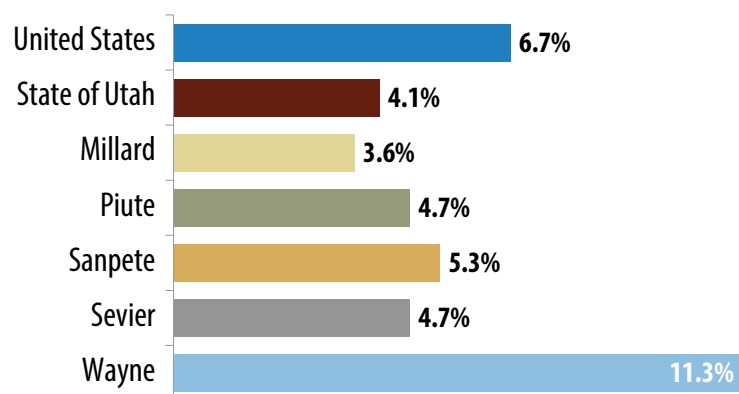
Source: Bureau of Labor Statistics

**Figure 5: Change in Leisure and Hospitality Services Employment
September 2012 to September 2013**



Source: Bureau of Labor Statistics

Figure 6: Seasonally Adjusted Unemployment Rates December 2013



Source: Bureau of Labor Statistics

indicators provide some relief. However, until the county can start generating additional employment, its economic recovery will not be complete.

Wayne County

With a full quarter of expanding jobs under its belt, Wayne County's economy began to show some signs of resurgence during the third quarter 2013. Between September 2012 and September 2013 Wayne County added 25 net new jobs for a growth rate of almost 3 percent. However, the county continues to suffer the adverse effects of the closure of its largest employer in 2011. Employment totals remain below those of the recessionary year of 2009.

In spite of the overall increase in nonfarm employment, the Wayne County major sectors presented a mixed bag of performances. On the positive side, mining, construction, wholesale trade, private education/health/social services and leisure/hospitality services all generated significant numbers of new positions. However, employment in the public sector took a decided step backward. Most of the remaining industries lost a small number of jobs as well.

Wayne County remains the only county in central Utah exhibiting a higher unemployment rate now than during the recession. The rate slid downward in the last year, but remained the highest rate in the state at 11.3 percent in December 2013.

Wayne County's sales made strong improvements in recent months. Between the third quarters of 2012 and 2013, gross taxable sales increased by 10 percent.

Wayne County's economy is beginning to mend. Jobs are starting to grow once more and joblessness is starting to ebb somewhat. Nevertheless, the labor market has a long road to travel before it matches the employment levels years past.

For up-to-date economic information for Central Utah: <http://utaheconomycentral.blogspot.com>.



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The Equal Employment Opportunity Data

BY MELAUNI JENSEN, LMI ANALYST

From 2010 - 2013, there was an estimated 5.0 percent population growth in Utah compared to 2.4 percent in the United States. Demographic statistics like this from the U.S. Census Bureau's American Community Survey (ACS) are important and useful for the communities of Utah. The ACS asks a variety of demographic questions including race, gender, employment, income and education, and is a valuable source of occupational information. The survey provides unbiased data that are used to create occupational profiles as complete and accurate as possible. Profiles can then be used by government, community organizations or private businesses to make informed decisions.

Regional economists at the Department of Workforce Services analyze the data in an effort to tell a story about the changing aspects of the economy. The profile for a geographic area helps to reveal trends in the workforce and the economy. For instance, research has shown that the changes in age, compared to population growth, could make an impact on the future workforce. As people live longer, more workers retire, which can reduce the growth in the future labor force. Communities will need information like this to keep up with changing dynamics.

The ACS tells stories that can help communities to plan. Businesses can use the information about education and employment to find

strategic places to develop new establishments in their industry. A business specializing in senior services might look for potential employees skilled in nursing, or a business trying to obtain funding needs to show that their diversity follows the community. In an effort to keep up with basic services, local governments can look at commuting patterns and population to make decisions about transportation, or aging statistics to find the need for hospitals and schools. Local non-profit groups benefit from seeing a profile of the area that helps with emergency planning, finding funding or developing community projects. In a world that is growing technologically, jobs are changing and educators might use the data to evaluate the need to teach new methods and skills.

The combinations are endless in both the gathering and the analysis of these statistics, but it is clear that demographics are an important tool for communities transitioning to the changing future.

Many of these analyses can be found on Utah's Labor Market and Economy blog and other publications. <http://jobs.utah.gov/wi/pubs/publicat.html> and <http://economyutah.blogspot.com>